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## Total Goal Score Achievement for Dominion Energy South Carolina

Name of Goal	Goal Target	Achievement	Goal Score
Consolidated Financials	\$4.20 operating earnings per share (EPS)	\$4.24 operating EPS	100%
Business Unit Financials for Southeast Energy Group (SEG) <sup>1</sup>	Net income of \$499M (assuming 100% funding for the Annual Incentive Plan)	Net income of \$592M (assuming 100% funding for the Annual Incentive Plan)	100%
Safety	<p>Safety Innovation – each business unit to implement 3 innovated safety solutions</p> <p>Companywide Lost Day/Restricted Duty (LD/RD) rate less than or equal to 0.29</p> <p>Companywide OSHA Recordable Incident rate less than or equal to 0.68</p> <p><i>Safety extra credit points: Complete all three goals above and achieve LD/RD rate equal to or less than 0.28 (representing record company performance)</i></p>	<p>At least three innovative solutions were implemented in 2019 by each business unit, including by SEG</p> <p>Companywide LD/RD rate of 0.28 (0.06 for DESC)</p> <p>Companywide OSHA Recordable Incidence rate of 0.62 (0.41 for DESC)</p> <p><i>Safety extra credit points achieved due to record-setting LD/RD rate of 0.28</i></p>	100%

Diversity & Inclusion (goal for leaders)	95% of leaders to lead an education session with their direct reports  SEG to track supplier diversity using Dominion Energy methodology, to establish baseline to measure progress in future years	100% of all leaders companywide (370 DESC leaders) facilitated a session  SEG tracked supplier diversity using the Dominion Energy methodology in 2019. SEG's 2019 spend with diverse suppliers was \$68,025,309. <sup>2</sup>	100%
Diversity & Inclusion (goal for individual contributors)	95% of all employees to attend an education session with their leaders	99.58% of all Dominion Energy employees (99.71% of DESC employees) attended a session	100%
Environmental	95% of SEG employees complete the enhanced Environmental Management System (EMS) training module  Each SEG business entity must track environmental events 9/1/2019 through 12/31/2019, utilizing the Dominion Energy Environment and Sustainability tracking methodology	99.88% of Dominion Energy employees (100% of DESC employees) completed the training  Each SEG business unit tracked environmental events 9/1/2019 through 12/31/2019, utilizing the Dominion Energy Environment and Sustainability tracking methodology	100%
<i>Additional Operating &amp; Stewardship Goals for SEG (all employees except nuclear employees):</i>			
Merger Integration	Identify and implement 5 integration initiatives that contribute to cost savings and improved service through efficiencies in operations or process improvements  Achieve milestone targets for the PeopleSoft/SAP conversion as identified by the Integration Management Office	At least five integration initiatives that contribute to cost savings and improved service through efficiencies in operations or process improvements were identified  Milestone targets for the PeopleSoft/SAP conversion as identified by the Integration Management Office were achieved	100%
Customer Focus	SEG will develop and track customer satisfaction measures and establish a baseline for operational excellence  Achieve a net growth of 25,000 residential and commercial customers between Dominion Energy NC (PSNC), Dominion Energy SC –Gas (Gas Operations), and the	SEG developed and tracked customer satisfaction measures and established a baseline for operational excellence  Net growth of 29,311 natural gas customers was achieved <i>(note: This goal applied only to gas and services company employees, not to DESC electric employees)</i>	100%

	deregulated metro Atlanta market of Dominion Energy – GA (SEGA) <i>(note: This goal applied only to gas and services company employees, not to DESC electric employees)</i>		
Operations Reliability	<p><i>Electric:</i> Achieve System Average Interruption Duration Index (SAIDI) of less than or equal to 105 minutes</p> <p><i>Power Generation:</i> SEG business unit will develop and track the Equivalent Forced Outage demand (EFORD) and Out of Management Control Equivalent Forced Outage demand (XEFORD) to establish baselines for operational excellence</p> <p><i>Gas:</i> SEG gas local distribution companies (LDC's) will achieve a damage ratio on its distribution and transmission pipelines and services of less than 2.8 (3% improvement over three year average) <i>(note: This goal applied only to gas and services company employees, not to DESC electric employees)</i></p>	<p>DESC electric achieved a SAIDI of 77.89 minutes</p> <p>SEG business unit developed and tracked the EFORD and XEFORD to establish baselines for operational excellence</p> <p>SEG LDC's achieved a damage ratio on its distribution and transmission pipelines and services of 2.53% <i>(note: This goal applied only to gas and services company employees, not to DESC electric employees)</i></p>	100%
<i>Additional Operating &amp; Stewardship Goals for SEG (nuclear employees only):</i>			
Nuclear Safety	Less than or equal to 4 station Human Performance (HU) Event Free Day Clock Resets	0 station HU Event Free Day Clock Resets companywide, including V.C. Summer	100%
On-Line Radiation Exposure	V.C. Summer on-line radiation exposure less than or equal to 3.00R	V.C. Summer on-line radiation exposure was 5.541R	0%
Operational Performance, Fleetwide	Capacity factor for entire Dominion Energy nuclear fleet greater than or equal to 92.68%	Capacity factor for entire Dominion Energy nuclear fleet was 94.04% (97.47% for V.C. Summer)	100%

Operational Performance, V.C. Summer	V.C. Summer Equivalent Forced Outage Rate (EFOR) less than or equal to 2.00%	V.C. Summer EFOR was 4.63%	0%
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<sup>1</sup>Includes all legacy SCANA companies, which were managed in 2019 as the Southeast Energy Group. In December 2019, Dominion Energy restructured its operating segments and Dominion Energy South Carolina was no longer managed as part of the Southeast Energy Group.

<sup>2</sup>The SEG figure of \$68,025,309 includes all diverse spending incurred by DESC and by Dominion Energy Southeast Services, Inc. (DESS). DESS provided services to DESC and all other legacy SCANA companies in 2019.

The figure does not include spend incurred with diverse prime contractors by Dominion Energy North Carolina-Gas (DENC-gas, formerly known as Public Service North Carolina Energy or PSNC), SCANA Energy Marketing (SEMI), and SCANA Energy Georgia (SEGA). This figure also includes diverse second tier contractor spend and spend incurred on business credit cards with diverse vendors for all of SEG (i.e., all legacy SCANA companies, including DESC, DESS, DENC-gas, SEMI, and SEGA). Whereas diverse prime contractor spending could be isolated to reflect DESC and DESS only, diverse second tier spending and diverse credit card spending could not be readily isolated because of the consolidated methodology used to track diverse spend at SEG as a whole in 2019. The SEG figure of \$68,025,309 would become \$52,006,372 if spending with diverse prime contractors by DESS were excluded.